



Office of Educator Quality

Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2018

2018 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The following information provided is in regards to the Recruitment and Retention of full time teachers in Missouri.

Several key areas that were analyzed are

- demographics of the teacher workforce and demographics of the student population;
- age and experience of teachers for mentoring needs and continued professional development; and
- teacher retention and teacher attrition data.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 0.6 percent from 2016-17 to 2017-18.
- The percentage of teachers who are black and other ethnicities remained at 6.8 percent.

Age & Experience

- Teachers with 10 or fewer years of experience represent 49.9 percent of our teachers and there was a 0.9 percent decrease in teachers with five or fewer years.

Teacher Workforce Dynamics

- From 2012-13 to 2015-16, the percentage of first-year teachers who left the classroom with less than three years increased by 5.0 percent.
- From 2012-13 to 2014-15, the percentage of first-year teachers who left the classroom after five years increased by 1.9 percent.
- District hiring rates are at 10.8 percent, which is a decrease of 0.5 percent from 2016-17.
- The percentage of district new hires who were first-year teachers decreased by 0.3 percent.

Gender and Race/Ethnicity Trends 2012-2018

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
Total Teachers	69,025	69,407	69,859	69,683	70,220	70,575
GENDER						
Female	78.6%	78.4%	78.5%	78.4%	78.4%	78.5%
Male	21.4%	21.6%	21.5%	21.6%	21.6%	21.5%
RACE/ETHNICITY						
White	93.3%	93.2%	93.5%	93.5%	93.1%	93.2%
Black	5.2%	5.2%	4.9%	4.9%	5.2%	5.0%
Other¹	1.5%	1.6%	1.6%	1.6%	1.7%	1.8%

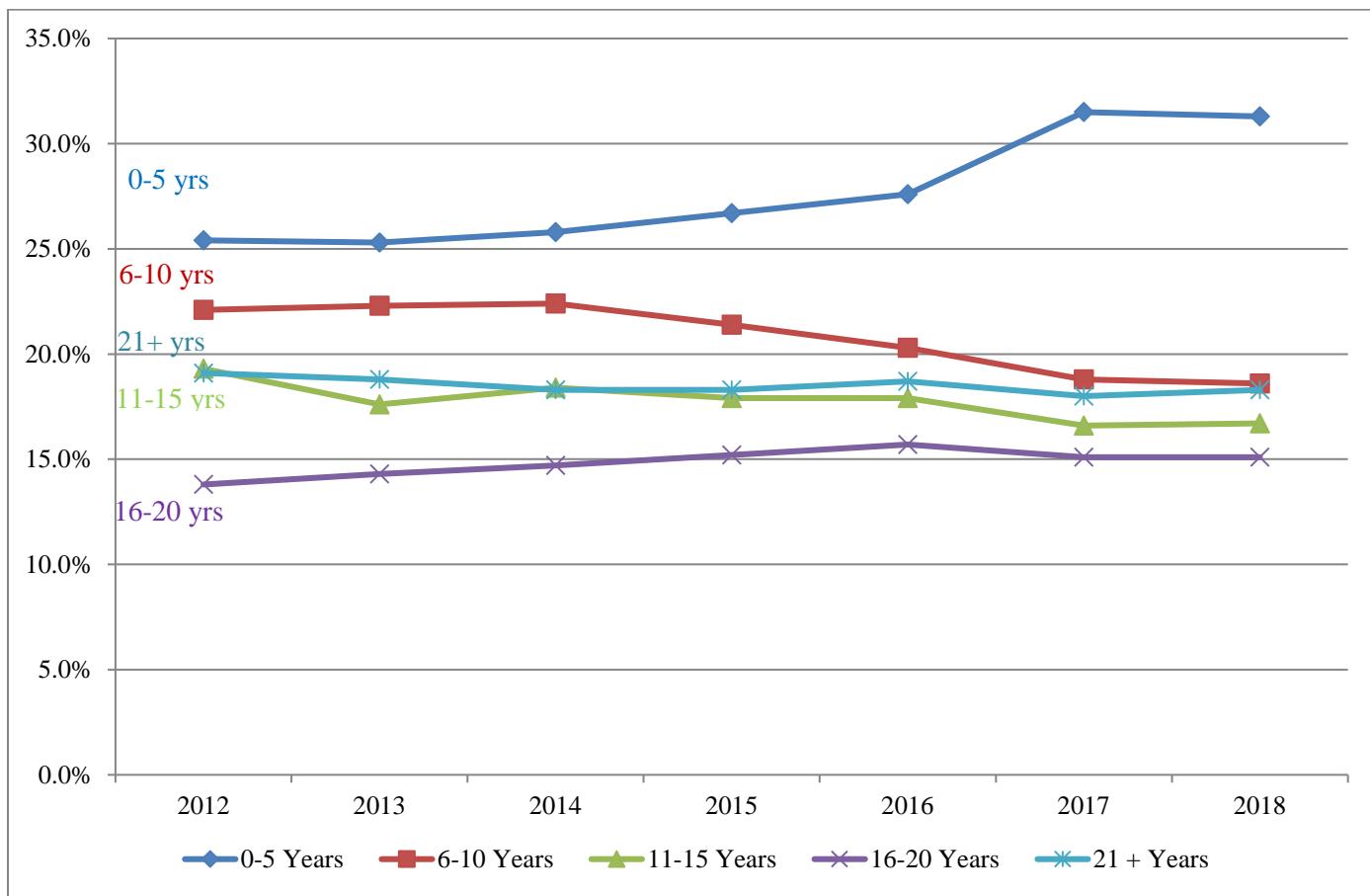
¹ Refers to all non-white, non-black race/ethnicities

Age Group 2012-2018

AGE GROUP	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
20-29	14.9%	15.4%	15.5%	15.6%	15.8%	15.7%
30-39	30.8%	30.8%	30.9%	30.9%	30.5%	30.4%
40-49	25.8%	26.9%	27.6%	27.8%	28.6%	28.9%
50-59	20.8%	19.3%	19.2%	19.0%	18.6%	18.8%
60 +	7.7%	7.6%	6.8%	6.7%	6.5%	6.4%

Years of Experience 2012-2018

YEARS OF EXPERIENCE	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
0-5	25.9%	25.8%	26.7%	27.6%	31.5%	31.1%
6-10	22.7%	22.6%	21.5%	20.3%	18.8%	18.6%
11-15	17.9%	18.4%	17.9%	17.8%	16.6%	16.7%
16-20	14.6%	14.7%	15.4%	15.7%	15.1%	15.1%
21+	18.9%	18.5%	18.5%	18.6%	18.0%	18.3%

Percent of Teachers Years of Experience 2012-2018

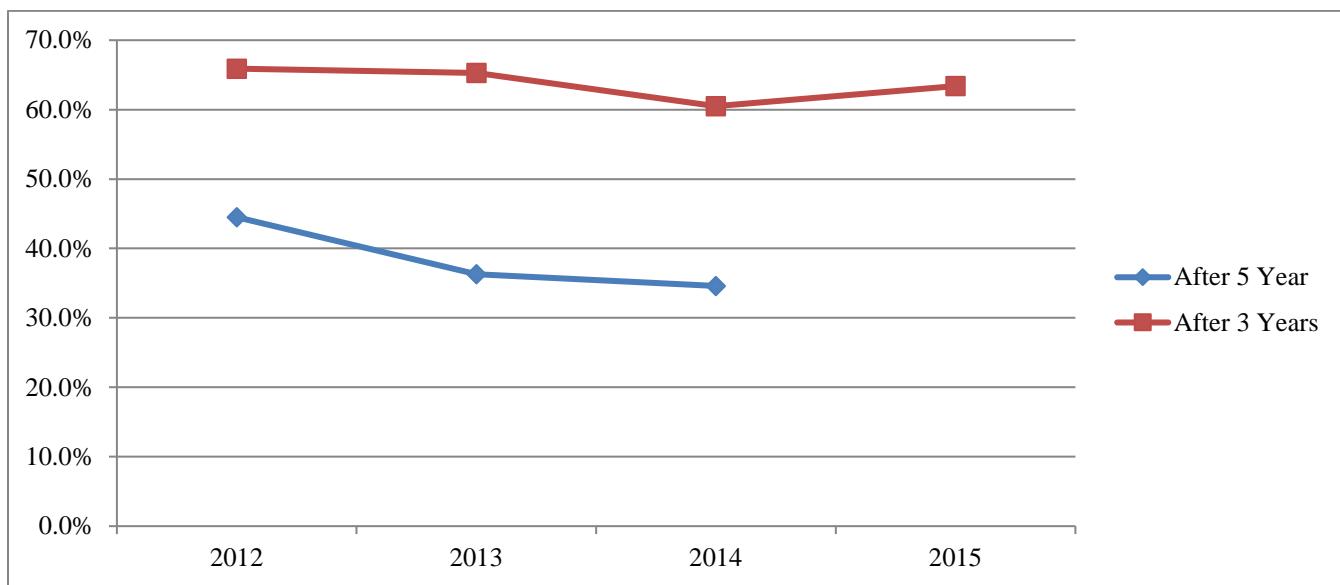
Missouri's Public School Work Force 2012-2018

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
Total Teachers	69,025	69,407	69,859	69,683	70,220	70,575
First-Year Teachers	4,352	4,501	4,476	4,273	4,387	4,127

% of First-Year Teacher Retention

After 3 Years²	65.9%	65.3%	60.5%	63.4%	NA	NA
After 5 Years³	44.5%	36.3%	34.6%	N/A	N/A	NA

*N/A means “data not yet available.” For example, for those who were first-year teachers in 2017, the percentage of retention for the first three years will not be known until 2019, when three full years have passed.

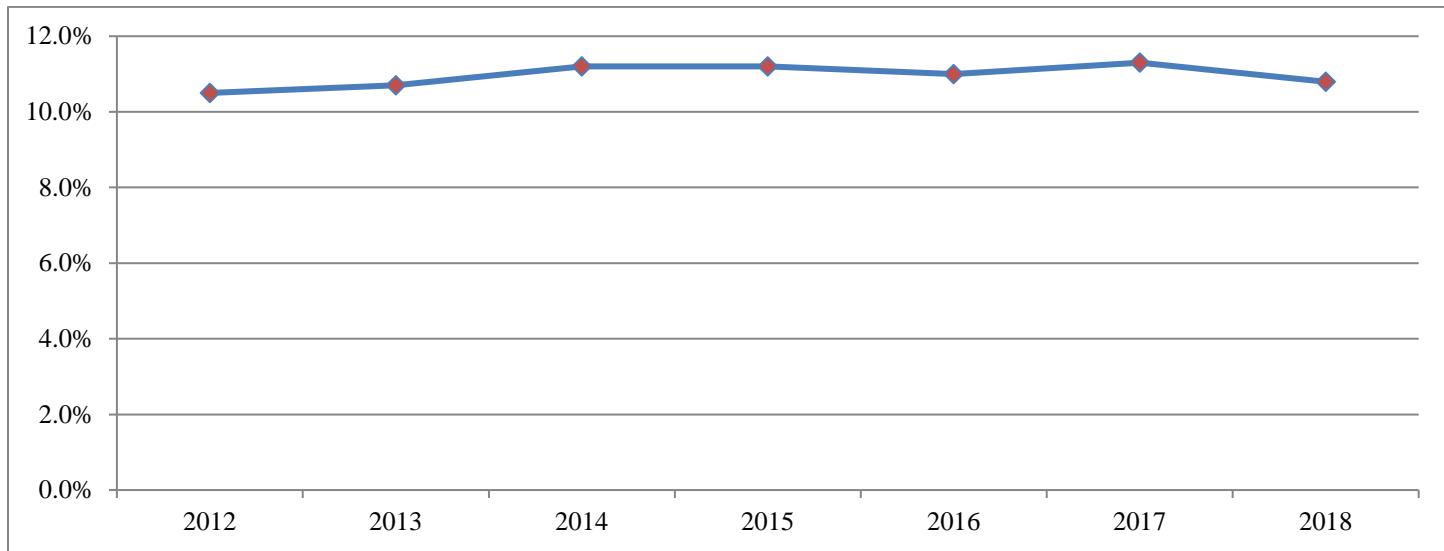
Teacher Retention in Missouri's Public School Work Force 2012-2016

² Refers to first year teachers still teaching in a public school after 3 years

³ Refers to first year teachers still teaching in a public school after 5 years

Hiring & Retention Rates 2012-2018

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
Total Teachers	69,025	69,407	69,859	69,683	70,220	70,575
District New Hires	7,377	7,745	7,840	7,714	7,987	7,587
Teacher Hiring Rate⁴	10.7%	11.2%	11.2%	11.1%	11.4%	10.8%
Overall Teacher Retention Rate	86.8%	86.5%	86.5%	86.6%	86.3%	83.6%

Hiring Rates 2012-2018**Teachers Entering Missouri's Public School Work Force 2012-18**

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
Number of Individual Initial Certificates Issued	6,706	7,838	7,773	7,180	6,626	5,920
Number of Multiple Initial Certificates Issued	7,637	8,088	8,724	9,229	9,020	8,484

⁴ Refers to the need to fill any educator position regardless of the reason the position became vacant

District New Hires 2012-2018

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
Total New Hires	7,377	7,745	7,840	7,714	7,995	7,587
First-Year Teachers	59.0%	58.1%	56.7%	55.3%	54.0%	54.3%
From Another District	36.0%	36.5%	37.5%	38.6%	39.4%	39.6%
From Out-of-State	5.0%	5.4%	5.8%	6.1%	6.6%	6.1%

District New Hires 2012-2018